

TITLE 68: PROFESSIONS AND OCCUPATIONS
CHAPTER VII: DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION
SUBCHAPTER a: ADMINISTRATIVE RULES

PART 1130
ADMINISTRATIVE PROCEDURES FOR GENERAL
PROFESSIONAL REGULATION UNDER THE ADMINISTRATIVE CODE

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AUTHORITY: Implementing Section 2105-15 of the Civil Administrative Code of Illinois [20
ILCS 2105/2105-15].

SOURCE: Adopted at 35 Ill. Reg. 7956, effective May 20, 2011; amended at 37 Ill. Reg. 1192, effective February 1, 2013; amended at 37 Ill. Reg. 7479, effective May 31, 2013; amended at 39 Ill. Reg. 14514, effective November 6, 2015; amended at 43 Ill. Reg. 5297, effective May 10, 2019; Subpart E recodified at 13873; amended at 46 Ill. Reg. _____, effective _____.

SUBPART A: GENERAL

Section 1130.10 Definitions

"Address of record" means the designated address recorded by the Department in the licensee's license file as maintained by the Department's licensure maintenance unit. It is the duty of the licensee to inform the Department of any change of address, and those changes must be made either through the Department's website or by contacting the Department.

"Board" means a board or committee appointed and acting pursuant to any Act administered by the Department of Financial and Professional Regulation-Division of Professional Regulation [or Division of Real Estate](#).

"Chaperone order" means the administrative order issued by the Director, on behalf of the Secretary, pursuant to Section 2105-165(c) of the Code.

"Code" means the Civil Administrative Code of Illinois [20 ILCS 2105].

"Department" means the Department of Financial and Professional Regulation.

"Director" means the Director of the Division of Professional Regulation [or the Division of Real Estate](#) with the authority delegated by the Secretary.

"Division" means the Department of Financial and Professional Regulation-Division of Professional Regulation [or the Division of Real Estate](#).

"Individual" *means a person with a criminal record, who seeks a license or certificate in an occupation for which a criminal record is not expressly a per se bar, who applies to the Department for a non-binding, advisory opinion to be provided by the Board or body with the authority to issue the license or certificate as to whether his or her criminal record would bar the individual from the licensure or certification sought, should the individual meet all other licensure requirements, including, but not limited to, the successful completion of the relevant examinations* [20 ILCS 2105/2105-15(i)].

"Person" means an individual human being and not a corporate or other type of legal entity.

"Statute" means Section 2105-15 of the Department of Professional Regulation Law of the Civil Administrative Code of Illinois [20 ILCS 2105/2105-15].

(Source: Amended at 46 Ill. Reg. _____, effective _____)

SUBPART E: SEXUAL HARASSMENT PREVENTION TRAINING AND IMPLICIT BIAS AWARENESS TRAINING

Section 1130.400 Sexual Harassment Prevention Training

- a) All persons who hold a professional license issued by the Division and are subject to a continuing education requirement shall complete a one-hour course in sexual harassment prevention training. A licensee may count this one hour for completion of this course towards meeting the minimum credit hours required for continuing education. A licensee who holds multiple licenses issued by the Division may count this one hour for completion of this course towards meeting the minimum credit hours required for continuing education for each professional license without having to repeat the course for each license.
- b) The sexual harassment prevention training course shall ~~only~~ be provided only by the following persons or entities:~~existing Division-approved continuing education providers or by persons or entities who become Division-approved continuing education providers.~~
 - 1) a Division-approved continuing education provider for any profession licensed by the Division;
 - 2) an entity that is recognized as a continuing education provider under any licensing Act administered by the Division or its rules for any profession licensed by the Division;
 - 3) a State of Illinois agency;
 - 4) an Illinois county agency;
 - 5) an Illinois municipality;
 - 6) a federal agency;
 - 7) an accredited community college, college, or university;

8) a licensed health care institution, such as a hospital or nursing home, for its own employees and associates.

c) Notwithstanding subsection (b) of this Section, a licensee completing a course on sexual harassment prevention developed or offered by the Illinois Department of Human Rights or offered by the licensee's employer that complies with the minimum training requirements articulated in the Illinois Human Rights Act may count such course toward the one-hour requirement under this Section.

d) The sexual harassment prevention training course shall comply with Section 2-109 of the Illinois Human Rights Act and include, at a minimum, the following topics:

- 1) an explanation of sexual harassment consistent with the Illinois Human Rights Act~~What is sexual harassment, including its forms and types;~~
- 2) examples of conduct that constitutes unlawful sexual harassment~~What should one do if one experiences or witnesses unwelcome sexual contact;~~
- 3) a summary of relevant federal and State statutory provisions concerning sexual harassment, including remedies available to victims of sexual harassment~~Reporting sexual harassment within one's place of employment and to outside entities, such as the Illinois Department of Human Rights;~~ and
- 4) a summary of responsibilities of employers in the prevention, investigation, and corrective measures of sexual harassment~~Whistleblower protections.~~

e) The course shall be presented in a classroom setting, a webinar or online.

f) The presentation of this course shall be subject to all other continuing education requirements for each profession.

g) Completion of this course shall be a condition of renewing a license. This requirement shall apply to~~become effective for~~ all ~~applicable~~ license renewals subject to a continuing education requirement. The course must be repeated for each subsequent renewal period~~occurring on or after January 1, 2020.~~

(Source: Amended at 46 Ill. Reg. _____, effective _____)

Section 1130.500 Implicit Bias Awareness Training

- a) All health care professionals who hold a professional license listed in this Section shall complete a one-hour course in implicit bias awareness training. Implicit bias is a form of bias that occurs automatically and unintentionally, that nevertheless affects judgments, decisions, and behaviors. A licensee may count this one hour for completion of this course towards meeting the minimum credit hours required for continuing education. A licensee who holds multiple licenses subject to this requirement may count this one hour for completion of this course towards meeting the minimum credit hours required for continuing education for each professional license without having to repeat the course for each license.
- b) The requirement of completion of a one-hour course in implicit bias awareness training shall apply to any person who holds one or more of the following licenses:
 - 1) Physician (medical);
 - 2) Physician (osteopathic);
 - 3) Chiropractic physician;
 - 4) Advanced practice registered nurse;
 - 5) Registered nurse;
 - 6) Licensed practical nurse;
 - 7) Clinical psychologist;
 - 8) Dentist;
 - 9) Dental hygienist;
 - 10) Optometrist;
 - 11) Pharmacist;
 - 12) Registered certified pharmacy technician;
 - 13) Physical therapist;
 - 14) Physical therapist assistant;

- 215 15) Physician assistant;
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217 16) Acupuncturist;
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219 17) Athletic trainer
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221 18) Clinical social worker;
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223 19) Social worker;
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225 20) Dietitian nutritionist;
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227 21) Naprapath;
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229 22) Nursing home administrator;
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231 23) Occupational therapist;
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233 24) Occupational therapy assistant;
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235 25) Podiatric physician;
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237 26) Respiratory care practitioner;
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239 27) Clinical professional counselor;
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241 28) Professional counselor;
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243 29) Sex offender evaluator;
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245 30) Sex offender treatment provider;
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247 31) Associate sex offender provider;
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249 32) Speech-language pathologist;
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251 33) Speech-language pathology assistant;
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253 34) Audiologist;
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255 35) Perfusionist;
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257 36) Registered surgical assistant;

37) Registered surgical technologist;

38) Genetic counselor.

c) The implicit bias awareness training course shall only be provided by the following persons or entities:

1) a Division-approved continuing education provider for any profession subject to the requirement of implicit bias awareness training;

2) an entity that is recognized as a continuing education provider under any licensing Act administered by the Division for professions subject to the requirements of implicit bias awareness training;

3) a State of Illinois agency;

4) an Illinois county agency;

5) an Illinois municipality;

6) a federal agency;

7) an accredited community college, college, or university;

8) a licensed health care institution, such as a hospital or nursing home, for its own employees or associates, or an association or other organization in partnership or collaboration with a licensed health care institution.

d) Notwithstanding subsection (c) of this Section, a licensee completing a course on implicit bias awareness in order to meet any other State licensure requirement, professional accreditation or certification requirement, or health care institutional practice agreement may count such course toward the one-hour requirement under this Section.

e) Notwithstanding subsection (c) of this Section, a licensee completing a course on implicit bias awareness training developed or offered by the licensee's employer that complies with the minimum training requirements articulated herein may count that course toward the one-hour requirement under this Section.

f) The implicit bias awareness training course shall include, at a minimum, the following topics:

- 1) explanation of implicit bias; the difference between explicit and implicit biases;
 - 2) causes of implicit bias; how they form and operate;
 - 3) effects of implicit bias; the harms they cause; and
 - 4) recognizing, interrupting and mitigating implicit bias.
- g) The course shall be presented in a classroom setting, a webinar, or online.
- h) The presentation of this course shall be subject to all other continuing education requirements for each profession.
- i) Completion of this course shall be a condition of renewing a license. This requirement shall become effective for all applicable license renewals on or after January 1, 2022 subject to a continuing education requirement. The course must be repeated for each subsequent renewal period.

(Source: Added at 46 Ill. Reg. _____, effective _____)